

TRANSITION UPDATE

HALL COUNTY DEPARTMENT OF
CORRECTIONS

October, 2006

Volume1, Issue 2

TRANSITION TEAM TRAINING

With a grant from the National Institute of Corrections the Transition Team was able to travel to direct supervision facilities in Minnesota and Wisconsin. These visits included tours, meetings with administrative personnel and opportunities to actually work in master control and individual pods.

These facilities ranged from buildings that had been built in 1994 to one that opened in December of 2005. Three out of the four facilities were forced to build up instead of out and have to rely on slow-moving elevators, as we do at this time.

The Staff at these various Departments were very helpful in sharing not only what works,

but also what does not work in a direct supervision facility.

I took the opportunity to follow Officers working in the pods at each facility. Each Officer I worked with insisted that he would only work in a direct supervision facility, because it is safer and works better than the old style of management.

I was amazed by how quiet and calm a maximum security pod could be in the afternoon. The pod I was in, held around 60 inmates. Most of the inmates quietly played cards or watched television.

If you think we have to pay a lot on medical care here imagine having to match the

level of care received in the community in Rochester, Minnesota—the home of the Mayo Clinic.

To just clarify any wild statements you may have heard I was the designated driver—we were not involved in any accidents and we all lived.



Inside this issue:

IPC-Positioning	2
IPC-Posturing	2
IPC-Observing	2
IPC-Listening	3
Direct Supervision	3
Welcome	3

Special points of interest:

- IPC
- Direct Supervision
- Welcome News

GOOD THINGS

As Corrections Officers we can have access to the Law Enforcement Training Center aerobic and weight training equipment by going out and signing a disclaimer for any injuries that may occur. This would apply only to employees

and not their families, but free is a good thing.

You can request a form at the office to the left of the front entrance. The weight room is very nice and the aerobic room has a television set to watch

while you work out. If anyone knows of any other benefits out there in the community let us know at 192 or 193 and we will include it in the next newsletter.

IPC THE BASIC SKILLS—POSITIONING

Positioning means putting yourself in the best possible place to see and hear individuals or groups. This helps you get information you need to manage inmates and to prevent minor incidents from becoming major problems.

Physically positioning yourself in relationship to an individual or group is very important in the effective management of inmates. As an effective officer, you need to position yourself where you can see and hear problems. Being in a good position helps you to know just what's happening

and, therefore to prevent problems from escalating.

The first part of positioning is distancing. Positioning means distancing yourself far enough to be safe, close enough to see and hear.

The second part of positioning is facing the inmate. Facing the inmate ensures that your position gives you the most effective line of vision. When you move your head to either side so that your chin is right above either shoulder, you should be able

to see the entire field for which you are responsible.

The third part of positioning is looking directly. Unless you look directly you will not be on top of the situation.



Distancing
Facing the Inmate
Looking Directly

THE BASIC SKILL—POSTURING

Using good posture means holding your body in a way that shows strength, confidence, interest and control.

The first part of posturing is standing erect to show strength and confidence. You probably heard as a child how important standing erect is.

The second part of posturing is eliminating distracting behaviors. Biting your nails, tapping your foot or other distracting

behaviors do not communicate confidence and control.

The third part of posturing is inclining yourself forward to show that your attention is really focused. If your intention is to communicate interest you can indicate this by shifting your weight forward. This shows interest without actually moving closer.

STAND ERECT

ELIMINATE
DISTRACTING
BEHAVIORS

INCLINE
FORWARD

THE

Observing is the ability to notice and understand inmate appearances, behavior and environment. Careful observation of inmate actions will tell you a lot of what you need to know about inmates, their feelings and their problems.



BASIC SKILL—OBSERVING

The first part of observing is looking at behavior, appearance and environment. A behavior is something that the inmate does while conscious and active. An appearance is something that an inmate might display. Environment is the particular peo-

ple and things around an inmate.

The second part of observing is drawing inferences. Inferences are the initial conclusions you come to as the result of observing inmates. The more observations you make, the more inferences you can draw—the more accurate these inferences will be. From observing the Officer can

(continued on page 4)

THE BASIC SKILL—LISTENING

Listening is the ability to hear and understand what inmates are saying. Listening helps you hear the danger signals from inmates while things are still in the verbal stage so you can take appropriate action to manage situations before they get out of hand.

The first part of listening is suspending judgment temporarily so you can really hear what's being said. Just let the message sink in before making any decisions.

The second part of listening is picking

out key words and phrases. Some words or phrases signal danger such as snitch, shank or depressed.

The third part of listening is identifying intensity, high, moderate or low. The louder or more emotional a statement, the more intense it is.

The fourth part of listening is reflecting on mood. Mood means what the inmates are feeling. Listening means determining whether an inmate's mood is positive, negative or neutral and whether this mood

is positive, negative or neutral and whether this mood is normal or abnormal



DIRECT SUPERVISION—KEY CONCEPTS

The first concept in Direct Supervision is that you get what you expect. Setting the highest possible expectations of inmates is critical to your success. Inmates tend to perform to your level of expectation, aim high and don't compromise.

The second concept is don't let inmates be inmates. Require them to act like normal adults. The problem in most jails has been that inmates behave like "typical inmates" (sleep all day, won't clean up, live

like animals, have to be forced to do everything, and use foul words to name a few) because staff allow it to happen. It is up to staff to not only expect good behavior, but require it. If inmates begin to act like typical inmates, it is really our fault for permitting it.

Our goals as Pod Officers will be to have a Pod that is Secure, Safe, Clean and Quiet. Pod Officers provide active and continuous supervision of inmates with those goals in mind.

The self-fulfilling prophecy: You get what you expect!!

MORE WELCOME NEWS!!!!

Beginning on October 2, 2006 we again welcome new Corrections Officers to our ranks. When you see them say hi to James Koch, Luke Anderson, Kyle Galvan, Oren Walcott and Derek Westring, Nicole Gonzalez and John Hasselmann. They have received orientation training from Sgts. Ziola



and Wegner. They will begin training on various shifts starting October 10, 2006.

They are a welcome addition to our work force and will be seeing a lot of changes in the next couple of years.

I see by the number of shift openings that there will

be opportunities to change job duties, shifts and days off. Keep your eyes open for new opportunities there will be a lot of them in the next couple of years.

I want to thank the Officers that have volunteered to serve as speakers for us. We will be getting to you shortly.



HALL COUNTY

1001 East Highway 30
Grand Island, NE 68801
Phone: 308-385-5211
Fax: 308-385-5227

Construction on our new facility is scheduled to be completed in December of 2007. We hope to begin housing prisoners in the new facility in February, 2008. Before we begin housing inmates there will be a lot of training and changes happening. The opportunity to work in various direct supervision facilities showed the team how well the direct supervision philosophy can work

Hang in there with us on all of these changes—I believe you will like the end result!!!!

CONTINUED FROM BASICS—OBSERVATION

Draw inferences about inmate feelings, relationships, energy levels and values.

The third part of observing is deciding whether things are normal or abnormal. In determining whether things are normal or abnormal for a given inmate at a given time, compare your present observations of the inmate with any past ones and/or any comments other Officers may have made about the inmate.

The fourth part of observing is deciding whether there is trouble. This decision should be based on your observations and your knowledge of the correctional environment.

Observing inmate appearance and behavior is usually the quickest and most accurate way to detect whether or not a given individual is really having a problem.

Inmates are usually reluctant to talk about their problems. Your observations will allow you to anticipate problems so that you can prepare for their possible impact upon the inmate himself, on other inmates and on you and other Officers.

